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CAUT ACPPU BULLETIN

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Canada's Voice for Academics

La voix des universitaires
du Canada

CAUT Council Threatens Censure of UCN

CENSURE proceedings have been initiated regarding Manitoba's new University College of the North. Citing the failure of the Government of Manitoba and the interim board of governors of UCN to make provision for academic freedom, tenure or a proper senior academic governance body, CAUT Council voted unanimously at its April 29 meeting to impose censure at the November 2005 council meeting unless adequate progress is made to rectifying these omissions.

"We have been talking with the Manitoba government since early 2002 about their plans for the new institution," said CAUT executive director James Turk. "Consistently we have stressed the need for academic freedom, tenure, and a senior academic body that would have responsibility for making the decisions about academic and educational policy. Regrettably, plans have proceeded with none of these in place."

Turk said he is hopeful UCN's interim council will engage in discussions with CAUT and its provincial counterpart, the Manitoba Organization of Faculty Associations, leading to the adoption of policies to protect academic freedom, including tenure provisions made meaningful by financial exigency and redundancy language common in most Canadian universities.

"A stumbling block in resolving this issue is the government's unwillingness to give the institution's senior academic body powers equivalent to senates at other Manitoba universities," Turk said. "As well, the UCN Act allows the

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Bishop's Faculty Vote No Confidence in Principal



Bishop's University — In a Faculty Council vote, more than 60 per cent of academic staff expressed no confidence in Principal Poupart's leadership.

FACULTY at Bishop's University passed a motion of no confidence in principal Robert Poupart last month.

More than 60 per cent of the 121 faculty members voting supported the motion that "The Faculty Council of Bishop's University does not have confidence in the leadership of Robert Poupart," with 20 per cent voting against and 17 per cent abstaining.

Ron Yeats, chair of the council, said this was the largest vote ever at Bishop's. "In 37 years at Bishop's, I don't recall a larger turnout."

Following the vote, the council asked the Bishop's corporation (its board of governors) to convene, jointly with the council, a three-person independent commission on governance to bring recommendations to the council and the corporation "on how to deal with the present crisis in governance at Bishop's University."

Concerns about Poupart's leadership swept the Lennoxville, Que., university in the months before the vote. In late March, more than 50 staff

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Bishop's : motion de blâme déposée contre le recteur

Le corps enseignant de l'Université Bishop's a adopté le mois dernier une motion de blâme à l'endroit du recteur Robert Poupart.

Plus de 60 % des 121 professeurs qui ont participé au vote ont approuvé la motion, 20 % se sont prononcés contre et 17 % se sont abstenus. « Le conseil du corps enseignant de l'Université Bishop's n'a pas confiance au leadership de Robert Poupart ».

Selon Ron Yeats, président du conseil du corps enseignant, il s'agit du plus haut taux de participation à un vote à Bishop's. « Je ne me souviens pas qu'il y ait eu en 37 ans à Bishop's un plus grand nombre de participants. »

À l'issue du scrutin, le conseil du corps enseignant a demandé à la Corporation de l'Université Bishop's (son conseil d'administration) d'établir, en collaboration avec le conseil, une

commission indépendante sur la gouvernance formée de trois personnes et chargée d'adresser au conseil et à la corporation des recommandations « sur la marche à suivre face à la crise actuelle de gouvernance à l'Université Bishop's ».

La contestation du leadership de M. Poupart, recteur de l'université québécoise de Lennoxville,

Voir BISHOP'S à la page A5

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University of Western Ontario (UWOF) — \$45,000
University of Hearst (APUH) — \$500
Nipissing University (NUFA) — \$1,000
University of Alberta (AASUA) — \$31,700
Université de Moncton (ABPPMCE) — \$2,750

\$1 Million

— PHOTO: BISHOP'S UNIVERSITY

The
MORTGAGE
Centre

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Academic
Freedom
Post-9/11

Conference Details Page A9

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LETTERS COURRIER

McMaster Policy Revisited

I think David Hitchcock ("CAUT Committee Calls for End to McMaster Policy," Bulletin, April 2005) erred in using his professional status on a letter to fellow constituents in the matter of an upcoming ward election. At the very least, I do not think the matter is quite so clear as the ad hoc investigatory committee report, authored by William Bruneau and Ted Hannah, would have us believe.

Dr. Hitchcock's letter was about campaign financing in a local election. His expertise on this matter came primarily from his role as a member of one candidate's fundraising team, and as a concerned local citizen, both of which he makes clear in the letter. But Hitchcock's academic title of Professor of Philosophy does not represent any special expertise relevant to the matter he was writing about.

What might make Hitchcock's professional role relevant to his letter would be if his intent was to indicate he was a local employee, in the same manner that he gave his home address in order to indicate he was a resident of the ward

he was discussing. This would be relevant if we presume that, had he been a mill worker for Stelco, he would have indicated this in his letter.

The report states that none of the people interviewed for this report could think of situations to which the revised guidelines might apply. I can. I am an assistant professor in the faculty of education at Lakehead University. The local school board has been discussing closing a large number of high schools and building a large central school. This is, to say the least, very controversial in the community.

I believe the smaller schools do not need to be more expensive to run, and that the needs of many students are better met in smaller schools. But these are administrative, financial, and perhaps psychological questions — as a philosopher of education I do not have any special knowledge or research on which to base such claims.

As a concerned local citizen I have every right to raise these questions. But if I were to do this in a forum like our local paper — and to make clear my role as professor of education — I could not help but suggest an expertise on matters upon which I have no such expertise.

Bruneau and Hannah are wrong to say "professors should be able to identify themselves as members of the academy/intelligentsia or as persons of stature when speaking to the media about matters of general public concern." Our expertise on important questions comes from the knowledge we have, not from any perceived "stature." We should work to share this knowledge, and show how it illuminates pressing problems we face, rather than simply referencing this with the title of "Professor." Doing the latter leads to the kind of abuse I have suggested.

What seems to be at the heart of much of the concern reflected in the CAUT report is a concern that professors be muzzled in speaking out against their employer. Of course, in this case, it is relevant to make our professional position clear, not because most of us have any special knowledge of labour law, or academic freedom or rights, but as employees, and affected parties. But that is a different matter, and not adequately distinguished in the report.

DONALD KERR
Education
Lakehead University

Poll: Public Supports More Money for Post-Secondary Education

EIGHT out of 10 Canadians believe the federal government should boost spending on post-secondary education, according to the latest national public opinion poll commissioned by CAUT.

When asked what the priority of any new federal funding should be, more than 44 per cent of the survey's respondents said the money should be used to reduce tuition fees.

"More and more Canadians are concerned about the cost of university and college education, and for good reason," said CAUT president Loretta Czernis. "Fees have more than doubled in the past decade in most provinces, while in some professional programs tuition is now five and six times what it was."

A majority of respondents said they believed it was more difficult to get a post-secondary education today. Fifty-nine per cent of people surveyed said it was harder for lower-income students today to get a college or university education than just 10 years ago, while 22 per cent disagreed.

In British Columbia, where fees have skyrocketed in the past two years, near-

ly 70 per cent of respondents said high tuition costs are making it more difficult to get a degree.

Canadians are also concerned about the rising tuition fees in professional schools such as law, medicine and dentistry, said the survey by Decima Research. Governments and admini-

More & more people are concerned about the cost of university and college education.

strations often justify steep hikes in these programs on the grounds that students will earn more when they graduate and should therefore be expected to pay more.

But it's an argument that most Canadians don't accept. Only 21 per cent of people surveyed said it was acceptable to charge higher fees to students in professional programs, while 74 per cent said it was wrong because high tuition

costs would prevent lower- and middle-income students from attending these schools.

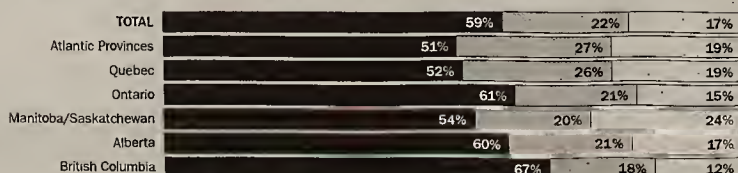
The survey went on to show more people are willing to pay higher taxes if that translates into more funding for universities and colleges. When asked whether they would support a tax increase if the extra revenues were used to fund post-secondary education, 27 per cent of respondents said they would and only 15 per cent said they would not support a tax hike.

"We've seen over a number of polls now that there's a strong desire on the part of Canadians to have their governments improve funding for post-secondary education," Czernis said. "It's time we step up our lobbying efforts to make sure governments are getting the message."

Decima polled 2,000 Canadians in March and gave the survey a margin of error of 2.2 percentage points, 19 times out of 20.

Version française à la page A3.

Q Compared to 10 years ago, it's more difficult for low-income Canadians to get a university or college education.



Agree Disagree Neither

COMMENTARY TRIBUNE LIBRE

PRESIDENT'S COLUMN

Unsettling Influence of Corporate Power in our Universities



By LORETTA CZERNIS

UNIVERSITY governance requires more than academic staff input. It requires academic guidance. Imagine a senate devoid of faculty members and librarians. It could not function responsibly. It could not make academic decisions. We are the constituency competent to make judgments about the shape of our universities.

Our board members from the business world do not necessarily understand the significance of an academic argument. These are people who think predominantly in terms of economic gain. And these are the people who are stripping academic staff of our power to use our academic judgment to steer our institutions toward the future.

As corporate interests contaminate our universities to a greater and greater degree, sound academic arguments are drowned out by the noisy rattle of money being thrown at unnamed campus properties, and even unnamed faculties. Our ability to make sound academic decisions in bodies like the senate is slipping away. Our senates are becoming dollar-driven, not scholar-driven.

A member of CAUT's Women's Committee wrote to me recently stating "how very important it is for universities to retain their autonomy and independence in decision making, even when decisions might be regarded as controversial."

Katherine Side was referring to the specific problem of giving honorary degrees to controversial figures. We can see the distort-

ing impact of the corporate influence in academic affairs when we look at who is awarded honorary degrees.

Honorary degrees that have little academic merit are just one symptom of the increasing corporate mentality starting to dominate our universities.

Sometimes our institutions are put at risk because of the lobbying and pressure brought to bear by corporate bodies eager for status and influence. In some cases they also wish to control various forms of research. It is important to remember that whatever power and civic status these business leaders may have gained, it is often based on the exploitation of others for monetary profit.

Even more insidious is the manner in which many of our university presidents and senior administrators are embracing a corporate perspective. They willingly cast aside our unique academic traditions to impose a business model on all aspects of the university.

Not only are they quick to embrace "good ideas" put forward by corporate members of boards, they show their "grasp" of the corporate way by introducing corporate type administrative practices without prodding by the business world. It is as if they want to prove to the corporate sector that university administrators share their values. Ironically, many of their "corporate" ideas are already outdated in the real corporate world.

Academic staff need not only be vigilant but also to reject schemes that exploit our universities. It is also important to remember how corporate executives act when things go wrong — they usually foist the blame on others. We are the ones who will be held accountable by

our students and communities if our universities stumble.

Do you think I am exaggerating? Here are a few governance crises that I am currently monitoring:

- At York University, students and staff were assaulted by police (who had been invited in by the York administration) during the exercise of their democratic rights of freedom of speech and freedom of assembly on York property;

- At one of our member universities, a vote of no confidence has been held by faculty against a new rector for acting in a heavy-handed corporate manner; and

- In March, the chancellor of the Université de Montréal, André Caillé, who also heads Hydro-Québec, announced the board of the university had chosen Luc Vinet as the new rector.

What is alarming about the Vinet appointment is that a search committee, with strong faculty representation, had been working for over a year and had finally unanimously recommended another candidate, Suzanne Fortier.

Immediately following Caillé's announcement, the faculty association called for the removal of Vinet. A week later five unions banded together to protest the manner in which Vinet was chosen. Caillé says the board will never reverse its decision. I would suggest it is better never to say never when it comes to the realities of university life.

The answer is to put strong language in our agreements that protects our numbers and our rights on important institutional decision-making bodies, and to defend those rights vigorously when necessary. ■

LE MOT DE LA PRÉSIDENTE

L'influence troublante du pouvoir des sociétés dans nos universités

Par LORETTA CZERNIS

LA gouvernance des universités exige plus que la rétroaction du personnel académique. Elle nécessite une orientation universitaire. Imaginez un sénat sans corps professoral et bibliothécaires. Il ne pourrait pas fonctionner de manière responsable. Il ne pourrait pas prendre de décisions universitaires. Nous sommes le corps électoral qui a la compétence de porter des jugements sur la composition de nos universités.

Les membres de nos conseils d'administration qui proviennent du monde des affaires ne comprennent pas nécessairement la signification d'un argument universitaire. Ce sont des personnes qui pensent avant tout en fonction des gains économiques. Et ces mêmes personnes sont en train de gruger le pouvoir que nous avons, à titre d'universitaires, d'avoir recours à notre jugement universitaire pour orienter nos établissements vers l'avenir.

Au fur et à mesure que les intérêts des sociétés contaminent de plus en plus nos universités, les arguments universitaires probants sont noyés par le cliquetis des pièces de monnaie lancées à des propriétés du campus et même à des facultés sans nom. Notre capacité à prendre des décisions universitaires judicieuses au sein d'organes comme le sénat est en train de nous échapper. C'est l'argent plutôt que les savants qui guident désormais nos sénats.

Un membre du Comité des femmes de l'ACCPU m'a récemment écrit en me disant : « Combien il est très important que les universités conservent leur autonomie et leur indépendance déci-

sionnelles, même lorsque les décisions pourraient être considérées comme controversées. »

Katherine Side évoquait le problème particulier de l'octroi de doctorats *honoris causa* à des personnalités controversées. Nous pouvons constater l'influence déformante du pouvoir des sociétés dans les affaires universitaires lorsque nous consultons la liste des lauréats à qui l'on a conféré des doctorats *honoris causa*.

Ces titres honorifiques revêtent peu de mérite universitaire et ne sont que l'un des symptômes de la mentalité d'entreprise grandissante qui commence à s'installer dans nos universités.

Parfois, nos établissements sont menacés par le lobbying et les pressions exercées par les sociétés ambitionnant le prestige et l'influence. Dans certains cas, celles-ci désirent aussi contrôler les diverses formes de recherche. Il est important de se rappeler que le pouvoir et le rang social que ces chefs d'entreprise ont pu acquérir reposent souvent sur l'exploitation financière des autres.

Ce qui est encore plus insidieux, c'est la manière dont beaucoup de recteurs et d'administrateurs universitaires épousent une vision d'entreprise. Ils rejettent volontiers nos traditions universitaires uniques pour imposer un modèle d'entreprise à tous les aspects de l'université.

Non seulement épousent-ils d'emblée les « bonnes idées » mises de l'avant par les gens d'affaires de nos conseils d'administration, mais ils montrent leur « maîtrise » des méthodes d'entreprise en in-

Voir L'INFLUENCE à la page A4

Sondage : envoi d'un message sur le financement

D'APRÈS un sondage d'opinion commandé récemment par l'ACCPU, huit Canadiens sur dix considèrent que le gouvernement fédéral devrait investir davantage dans l'enseignement postsecondaire.

Lorsqu'on leur a demandé quelles devaient être les priorités de tout nouveau financement provenant du fédéral, plus de 44 % des répondants au sondage ont déclaré qu'on devait employer cet argent à réduire les frais de scolarité.

« De plus en plus de Canadiens s'inquiètent avec raison du coût de l'enseignement universitaire et collégial », de dire Loretta Czernis, présidente de l'ACCPU. « Au cours des dix dernières années, les tarifs ont plus que doublé dans la plupart des pro-

vinces, alors que le coût de certains programmes professionnels est maintenant de cinq à six fois supérieur à ce qu'il était. »

La majorité des répondants considère qu'il est plus difficile d'entreprendre des études postsecondaires de nos jours. Cinquante-neuf pour cent des gens interrogés ont répondu qu'il était plus difficile pour les étudiants à faible revenu d'étudier au collège ou à l'université qu'il y a à peine dix ans, alors que 22 % croyaient le contraire.

En Colombie-Britannique où les frais ont augmenté en flèche depuis les deux dernières années, près de 70 % des répondants jugent que les frais de scolarité élevés rendent de plus en plus difficile l'ob-

tention d'un diplôme.

D'après le sondage mené par le Centre de recherches Décima, les Canadiens se disent également préoccupés par la hausse des frais de scolarité dans les écoles professionnelles comme celles de droit, de médecine et de dentisterie. Les gouvernements et les administrations justifient souvent les hausses soudaines dans ces programmes en prétendant que les étudiants se méritent des salaires plus élevés une fois diplômés et qu'ils devraient, par conséquent, s'attendre à payer davantage.

Cependant, il s'agit là d'un argument réfuté par la plupart des Canadiens. À peine 21 % des gens interrogés ont répondu qu'il était accep-

table d'exiger des frais plus élevés des étudiants inscrits dans les programmes professionnels, alors que 74 % considèrent qu'on fait fausse route, puisque des frais de scolarité plus élevés empêcheraient les étudiants à revenus faible et moyen de fréquenter ces écoles.

Le sondage démontre également que les répondants sont plus nombreux à accepter de verser davantage d'impôts s'il en résulte une augmentation du financement accordé aux universités et aux collèges. Lorsqu'on leur a demandé s'ils favoriseraient une augmentation des impôts dans la mesure où ces revenus additionnels permettraient de financer l'enseignement postsecondaire, 27 % des répondants

se sont dits favorables, alors que seulement 15 % ont répondu qu'ils n'appuieraient pas une augmentation d'impôts.

« Nous constatons, d'après un certain nombre de sondages, que les Canadiens souhaitent ardemment que leurs gouvernements financent davantage l'enseignement postsecondaire », de dire M^{me} Czernis. « Le temps est venu d'intensifier nos activités de couloir pour nous assurer de faire passer le message. » ■

Le Centre de recherches Décima a interrogé 2 000 Canadiens au cours du mois de mars et le sondage comporte une marge d'erreur de 2,2 %, 19 fois sur 20.

English on page A2.

CAUT Distinguished Academic AWARD

The CAUT Distinguished Academic Award recognizes academics who excel in each of the domains of academic life: teaching, research and service to the institution and to the community. The recipients will be individuals whose teaching, research and service have contributed noticeably to the lives of their students, to their institution, to their field of study and to the community. The award will be given annually.

Nominations for the award may be submitted by individuals, member associations or others. Deadline for nominations is October 1, 2005.

Nominators should submit:

- a letter explaining the rationale for the nomination, and
- the names of people and/or documentation that would help the jury in its inquiries and decision making.

Nominations will be adjudicated by a jury approved by CAUT Council. The jury's recommendation will be made to the full Council for approval.

The award will be presented at the spring CAUT Council meeting. The recipient will be invited to give an address to Council. The address will be subsequently published by CAUT. The recipient will receive a \$1,000 honorarium with the award.

Please send nominations by mail, fax or email to:

OSTINGUSHEO ACADEMIC AWARD
Canadian Association of University Teachers
2675 Queensview Drive, Ottawa, Ontario K2B 8K2
Fax: (613) 820-7244
Email: acppu@caut.ca



PRIX DE L'ACPPU POUR Services émérites

Le prix de l'ACPPU pour services émérites souligne le travail des membres du personnel académique qui excellent dans chacun des domaines de la vie universitaire et collégiale : enseignement, recherche et services à l'établissement et à la collectivité. Les lauréats seront des personnes dont l'enseignement, la recherche et le service ont contribué, de façon remarquable, à la vie de leurs étudiants, de leur établissement, de leur domaine d'étude et de la collectivité.

Le prix sera décerné chaque année. Des personnes, des associations membres ou d'autres peuvent présenter des candidatures. La date d'échéance des mises en candidature est le 1^{er} octobre 2005.

Les personnes qui proposent une candidature doivent l'accompagner :

- d'une lettre qui justifie la candidature et
- des noms de personnes et (ou) des titres de documents qui aideraient le jury dans ses recherches et sa prise de décisions.

Les candidatures seront évaluées par un jury approuvé par le conseil de l'ACPPU. La recommandation du jury sera soumise à l'approbation du conseil à sa réunion d'automne.

Le prix sera remis lors de la réunion printanière du conseil de l'ACPPU. Le ou la récipiendaire sera invité à prononcer un discours devant le Conseil. Ensuite, l'ACPPU publiera l'allocution. Le ou la récipiendaire recevra des honoraires de mille dollars en plus du prix.

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NEWS ACTUALITÉS

Committee of Inquiry at Acadia University

CAUT has appointed an ad hoc investigatory committee to review the denial of tenure to Eileen Hogan.

Hogan, who was an associate professor in the school of nutrition and dietetics at Acadia University, had her final appeal rejected by a university-wide appeals committee in early 2003.

The investigation will determine if Hogan's application for tenure and her appeals received a fair hearing, and if, in the consideration of the process, there were any violations of the collective agreement between Acadia's board of governors and the Acadia University Faculty Association.

"We're concerned," said CAUT president Loretta Czernis commenting on the controversy. "We hope the inquiry will answer our questions and help obtain a fair outcome for Dr. Hogan."

Members of the committee are Patricia Baker, an associate profes-



Eileen Hogan

sor of sociology and anthropology at Mount Saint Vincent University, and St. Thomas University sociology professor Gayle MacDonald.

AUFA will help to facilitate the work of the committee. ■

Version française à la page A7.

CAUT Welcomes New Affiliate

THE Northern Ontario School of Medicine Faculty Association (NOSMFA) was welcomed into membership by CAUT Council in April.

Representing academic staff at the newly-created institution, the faculty association is actively pursuing certification to establish collective bargaining rights at the school's two campuses.

Brian Ross, the president of NOSMFA, expressed delight at his association becoming a member of CAUT. "With our members split between two campuses — 1,000 km apart — we face many challenges," Ross said. "But we're confident we will complete our certification drive shortly and then successfully negotiate a first collective agreement. We look forward to the advice and support of CAUT and its member associations."

The Northern Ontario School of Medicine is a joint venture of Laurentian University in Sudbury and Lakehead University in Thunder Bay. It will have multiple teaching and research centres across Northern Ontario. The first group of undergraduate medical students will begin their programs in September 2005. ■

Version française à la page A5.

No-Confidence Vote at Bishop's University

ES From PAGE A1

signed an open letter to the principal reiterating their concerns.

"The perception of many people is that the last few months have seen, among other things, willful and probably illegal violation of the university's statutes (RORs), mistreatment of loyal employees, violations of the Québec Labour Code, personal intimidation, violation of accepted search committee procedures, irregular personal hiring of unsuitable personnel, financial irresponsibility and repeated factual misrepresentations to our governing board, the Executive Committee of Corporation. They see an escalating number of current and imminent lawsuits by employees against the administration," according to the letter.

CAUT Council has called on the Corporation of Bishop's University "to recognize the legitimacy of the non-confidence motion passed by the Faculty Council" and to join the council in appointing an independent panel of inquiry to review the principal's performance and actions. ■

L'influence troublante du pouvoir des sociétés dans nos universités

US Suite de la PAGE A3

traduisant, de leur propre initiative, des pratiques administratives du secteur privé. C'est tout comme s'ils désiraient prouver au secteur privé que les administrateurs universitaires partagent leurs valeurs. Ironiquement, bon nombre de leurs idées dites « d'entreprise » sont déjà désuètes dans le véritable monde des affaires.

Le personnel académique doit non seulement être vigilant mais il lui faut aussi rejeter les manœuvres qui exploitent nos universités. Il est aussi important de se rappeler comment les cadres d'entreprise agissent lorsque les affaires tournent au vinaigre — ils jettent habituellement le blâme sur les autres. Nous sommes ceux et celles vers qui nos étudiants et nos communautés pointeront un doigt accusateur si nos universités faillissent à la tâche.

Vous croyez que j'exagère? Voici quelques crises de gouvernance que je surveille à l'heure actuelle :

• À l'Université York, les étudiants et le personnel ont été attaqués par des policiers (qui avaient été invités par l'administration de York) pendant qu'ils exerçaient leurs droits démocratiques de liberté d'expression et de liberté de réunion sur les terrains de l'université.

• À l'une de nos universités membres, le corps professoral a dé-

posé une motion de défiance contre un nouveau recteur qui a agi en affichant un fort penchant pour le monde des affaires.

• En mars, le chancelier de l'Université de Montréal, André Caillé, qui dirige également Hydro-Québec, a annoncé que le conseil de l'université avait choisi Luc Vinet comme nouveau recteur.

Ce qui est alarmant au sujet de la nomination Vinet, c'est qu'un comité de recrutement, qui travaillait depuis un an et auquel siégeait une forte proportion de membres du corps professoral, a finalement recommandé à l'unanimité la nomination d'une autre candidate, Suzanne Fortier.

Immédiatement après l'annonce de M. Caillé, l'association des professeurs a réclamé le renvoi de M. Vinet. Une semaine plus tard, cinq syndicats se sont unis pour protester contre la manière dont M. Vinet avait été choisi. M. Caillé affirme que le conseil d'administration ne renversera jamais sa décision. Je suggérerais qu'il vaut mieux ne jamais dire jamais lorsqu'il s'agit des réalités de la vie universitaire.

La réponse consiste à enchaîner dans nos conventions un langage ferme qui permettra de protéger nos effectifs et nos droits au sein des organes décisionnels importants des universités et de défendre énergiquement ces droits au besoin. ■

CAUT Council Threatens Censure of UCN

ES From PAGE A1

minister of advanced education to issue directives on academic programs. It appears that legislative changes will be necessary to remedy these problems."

CAUT has asked for meetings with UCN's president and board chair and with Diane McGifford, the minister of advanced education and training, and her officials to see

if the situation can be satisfactorily resolved.

"UCN could provide a wonderful opportunity for residents of northern Manitoba," said CAUT president Loretta Czernis. "But under the present arrangement the institution will have difficulty attracting and retaining excellent staff and therefore difficulty in offering high-quality programs that northern Manitobans and the aborigi-

nal community deserve and have a right to expect."

UCN, with campuses in Thompson and The Pas, is hiring staff and plans to begin its "Year One University" program in September 2005. The former Keewatin Community College staff and programs have been integrated into UCN. ■

Version française à la page A7.

NEWS ACTUALITÉS

Council Condemns Carleton President

Administration evicts student union, police arrest 'trespassers.'

THE Carleton University administration was condemned by delegates attending last month's CAUT Council meeting for its heavy-handed treatment of student organizations.

Carol Saab, president of the Carleton University Student Association, told delegates in Ottawa April 29 of the administration's attempt to evict them from student-leased space that the university wants to appropriate.

The space, for which the student organization pays \$600,000 a year in rent, includes the International Student Centre, the student pub and patio, and Baker Lounge, the main student-run meeting place for the more than 150 student organizations at Carleton.

Saab described how the university moved a construction crew in at 4 a.m., after mediation had failed the night before, and called police to remove student leaders who were trying to prevent work being done until their objection to the eviction could be heard in court.

She told delegates of how, days later, Carleton's president intervened to stop students from presenting a compromise to the university's board of governors, and then had students on the patio of the student pub arrested for trespassing, while construction workers nailed shut exit doors so other students could not join their colleagues.

Loretta Czernis, president of CAUT, said she'd never heard of a university treating its student organizations in such a manner.

"The administration persuaded the board of governors to refuse to allow the students to make a compromise proposal to resolve the matter. It brought in construction workers in the dead of night to begin demolition. It arranged on repeated occasions to have student leaders arrested for trespassing on the space the student organization had leased... Such actions are a dis-



Protest Action — CAUT Council delegates (top) gather in front of the partially-demolished student pub on Carleton's campus in Ottawa April 30. CAUT president Loretta Czernis (left) speaks at a student rally at Carleton April 25. Student union president Carol Saab (right) addresses CAUT Council April 29.

grace," Czernis said. "If the parties could not agree, the court should have been allowed to resolve the matter."

Emergency Motion

To show their outrage over the administration's treatment of students during this dispute, Council delegates voted to "express our solidarity with and support for Carleton student associations, condemn the deplorable act of the president of the university and demand that the university cease immediately its

actions against the Carleton student associations and resume discussions to resolve the matter in a fair, reasonable and equitable manner, and that no charges be pressed against the students."

In addition, delegates voted to donate \$5,000 to assist Carleton student associations in their actions to protect student-leased space at the university and instructed CAUT to arrange buses so delegates could spend their lunch break the next day with the Carleton students in their partially-demolished pub. CUSA provid-

ed the delegates with lunch and showed video footage of the board meeting where students were not allowed to make a presentation and of the police arrests on campus.

In a new move in early May, the university arranged for the blocking off of the fourth floor student lounge and the arrests of still more student leaders who argued for a delay in construction until the court issued its ruling. ■

Version française à la page A7.

Une nouvelle association se joint à l'ACPPU

LE Conseil de l'ACPPU a accueilli en avril dernier un nouveau membre : l'Association des professeurs de l'École de médecine du Nord de l'Ontario (NOSMFA).

L'association, qui représente le personnel académique du nouvel établissement, cherche activement à se faire accréditer en vue d'instaurer les droits de négociation collective du personnel sur les deux campus de l'école.

Le président de la NOSMFA, Brian Ross, s'est dit ravi que son association adhère à l'ACPPU.

« Le fait que nos membres soient répartis entre deux campus distants l'un de l'autre de 1 000 kilomètres nous mettra en présence d'une multitude de défis », déclare M. Ross. « Nous sommes toutefois persuadés que nous mènerons bientôt à bien notre campagne d'accréditation et que nous négocierons avec succès notre première convention collective. Nous comptons bénéficier largement des conseils et du soutien de l'ACPPU et de ses associations membres. »

L'École de médecine du Nord de l'Ontario est une entreprise conjointe des universités Laurentienne, à Sudbury, et Lakehead, à Thunder Bay. Elle comportera de multiples centres d'enseignement et de recherche situés un peu partout dans le Nord de l'Ontario. La première classe d'étudiants en médecine du premier cycle sera admise en septembre 2005. ■

English on page A4.

Bishop's : motion de blâme contre le recteur

Suite de la page A1.

a éclaté au grand jour dans les mois qui ont précédé le vote. C'est en mars dernier que plus de 50 membres du personnel ont écrit une lettre ouverte au recteur pour réitérer leurs préoccupations.

« Bon nombre de personnes ont constaté que diverses irrégularités se sont produites dans les derniers mois. » Les signataires de la lettre accusaient le recteur, entre autres, d'avoir enfreint délibérément et vraisemblablement en toute illégalité les statuts de l'université (règlements, ordonnances et règles), d'avoir mal traité des employés loyaux, d'avoir contrevenu au Code du travail du Québec, d'avoir eu recours à des manœuvres d'intimidation, d'avoir violé les pratiques admises du comité de recrutement, d'avoir personnellement embauché des employés inaptes, d'avoir agi de manière irresponsable sur le plan financier et d'avoir fait à plusieurs reprises des déclarations factuelles inexacts au comité exécutif de la Corporation.

Le Conseil de l'ACPPU a demandé à la Corporation de l'Université Bishop's « de reconnaître la légitimité de la motion de blâme adoptée par le conseil du corps enseignant » et de constituer de concert avec ce dernier une commission d'enquête indépendante chargée d'étudier le rendement et les agissements du recteur. ■

Entente budgétaire : nouvelles sommes prévues pour l'enseignement supérieur

DANS un effort visant à sauver leur gouvernement minoritaire en péril, les Libéraux ont annoncé le mois dernier qu'ils modifieraient le budget fédéral afin d'acquiescer aux demandes des Neo-démocrates qui exigent qu'on augmente les montants consacrés à l'éducation, à l'aide étrangère et aux garderies.

En vertu de cette entente, le NPD prêtera son appui aux Libéraux au pouvoir advenant un vote de non-confiance en échange de nouveaux investissements dans divers programmes sociaux.

L'entente consiste, entre autres, à retarder les réductions d'impôt prévues pour les sociétés et à augmenter de 1,5 milliard de dollars les transferts du fédéral dans l'enseignement postsecondaire au cours des deux prochaines années. Alors qu'il reste encore à élaborer les détails du nouvel investissement, les provinces devront accepter de réduire les frais

de scolarité pour être admissibles à ce nouveau financement.

« Ce budget n'est pas parfait », de dire Jack Layton, chef du NPD. « Cependant, on l'a amélioré et équilibré, sans compter qu'on y prévoit des réductions d'impôt pour les petites entreprises. De plus, on investit dans nos ressources humaines et dans l'environnement. »

Les groupes d'étudiants ont accueilli favorablement cette entente, puisqu'on s'attaque au problème de la hausse du coût des études universitaires et collégiales.

« Les conséquences d'un tel geste vont bien au-delà de la réduction très souhaitée des frais de scolarité », de déclarer George Soule, président national de la Fédération canadienne des étudiants et étudiantes. « Cette étape marquera également le retour grandement attendu du gouvernement fédéral dans l'élaboration des politiques touchant l'enseignement

postsecondaire. »

Le plan de réduction des frais de scolarité a cependant fait l'objet de critiques de la part d'un analyste des politiques qui a prévenu qu'une réduction des frais nuirait aux étudiants à faible revenu, alors que les gens présentant un revenu supérieur à la moyenne bénéficieraient de la plupart des sommes disponibles.

« En réduisant de 500 \$ les frais de scolarité d'un étudiant dans le besoin, on réduit de 500 \$ les subventions et de 120 \$ les crédits de scolarité », selon Alex Usher de l'Éducation Policy Institute. « Autrement dit, en réduisant de 500 \$ les frais de scolarité d'un étudiant dans le besoin, celui-ci se retrouve avec 120 \$ de moins. Il s'agit là d'une politique où les étudiants ayant peu de besoin y gagnent, alors que les plus nécessiteux y perdent. »

Cependant, Michael Conlon, chercheur auprès de la Fédération

canadienne des étudiantes et étudiants, considère que l'argument de M. Usher ne résiste pas à l'examen.

« Un ajustement sur le plan administratif permettrait d'éviter facilement la crise fomentée par M. Usher », de dire M. Conlon. « On pourrait résoudre le problème en ne réduisant pas le montant des subventions. »

M. Conlon ajoute que pour le gouvernement provincial, une réduction des frais subventionnée par le fédéral entraînera des économies importantes.

« La réduction des frais entraîne, à son tour, une baisse des besoins financiers des individus et, par conséquent, du prêt consenti par la province », selon M. Conlon. « Les économies découlent des frais administratifs et des frais d'intérêt qui courent sur les prêts tout au long des études. » ■

English on page A6.

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NEWS ACTUALITÉS

Ottawa to Amend 2005 Budget

Liberal-NDP deal promises more money for education.

In an effort to save their struggling minority government, the Liberals announced changes in the federal budget last month to meet the New Democrats' demands for more spending on education, foreign aid and childcare.

Under the deal, the NDP will lend its support to the governing Liberals in any non-confidence vote in exchange for new spending on a range of social programs.

Included in the deal is the delay of planned corporate tax cuts and a \$1.5 billion increase in federal transfers for post-secondary education over the next two years. While details of the new investment remain to be worked out, the provinces will have to agree to reduce tuition fees to be eligible for new funding.

"This budget isn't perfect," said NDP leader Jack Layton. "But it's better. And it's balanced, and it includes tax reductions for small business and it also invests in people and our environment."

Student groups applauded the deal for targeting the problem of the rising cost of a university and college education.

"The importance of this move goes far beyond the much-needed tuition fee reduction," said George Soule, national chairperson of the Canadian Federation of Students. "This step will also signal a welcomed return of the federal government into post-secondary education policymaking."

The plan to reduce tuition fees, however, was criticized by one policy analyst who warned that a reduction in fees would hurt lower-income students and put most of the money in the hands of those with above-average incomes.

"Giving a high-need student a \$500 break on tuition means taking away \$500 in grants and \$120 in tuition credits," said Alex Usher of the Educational Policy Institute. "In other words, reducing a high-need student's tuition by \$500 makes her

worse off by \$120. This is a policy where the low-need kids get something and the high-need kids lose something."

But Michael Conlon, a researcher with the Canadian Federation of Students, said Usher's argument doesn't stand up to scrutiny.

"The crisis Usher constructs is easily avoided with a simple administrative adjustment," Conlon said. "By maintaining the grant amount, the problem is solved."

Conlon adds that from the provincial government's perspective, a federally-funded fee reduction will result in significant savings.

"Lowering fees in turn lowers individual financial need, thereby lowering the money lent by the province," Conlon said. "The savings come in the form of administrative costs and the costs associated with covering the interest accruing on loans during the study period." ■

Version française à la page A5.

Journalistes honorés pour l'excellence de leurs articles sur l'enseignement

POUR la quatrième fois le mois dernier, l'ACPPU a présenté ses prix annuels d'excellence en journalisme dans le domaine de l'enseignement postsecondaire après un processus de mise en candidature au cours duquel un nombre record de 30 journalistes s'étaient inscrits.

Harriet Eisenkraft, journaliste pigiste à Toronto, a remporté le prix dans la catégorie professionnelle pour deux articles qu'elle a publiés et qui s'intitulent « Être en famille » et « Couples universitaires : quand embaucher les deux » (*Affaires univer-*

sitaires, juin-juillet et novembre 2004).

Jeff Carolin, journaliste du *McGill Daily*, s'est mérité le prix dans la catégorie étudiante pour son reportage intitulé « Tuition Rising » (www.mcgilldaily.com/view.php?aid=2903).

On a présenté ces prix, d'une valeur de 500 \$ chacun, lors de la réunion du conseil de l'ACPPU qui avait lieu le 29 avril dernier à Ottawa.

Instaurés en 2001, les prix de journalisme de l'ACPPU visent à souligner les meilleurs reportages de l'année par des journalistes étu-

dians et professionnels et consacrés à l'enseignement postsecondaire au Canada. Les mises en candidature proviennent des associations de professeurs, des organisations de médias et d'autres parties intéressées. On juge les candidats d'après la pertinence, l'originalité, la qualité de leur enquête et leur recherche, l'impact éventuel sur les responsables de l'élaboration des politiques, ainsi que la mesure dans laquelle ils ont fait preuve de professionnalisme dans leurs activités journalistiques. ■

Prizes Scooped in News Awards

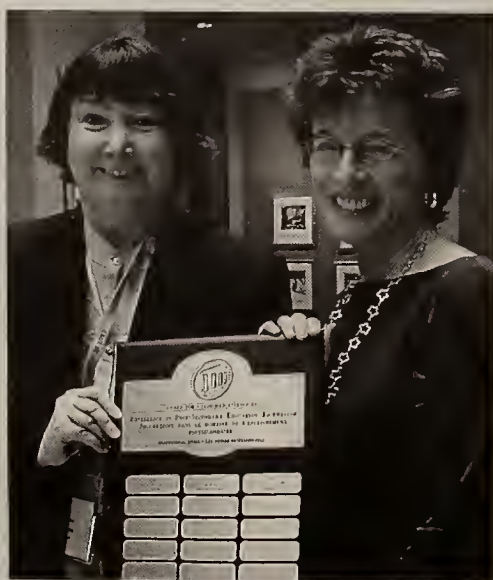
CAUT handed out its annual awards for excellence in post-secondary education journalism for the fourth time last month following a nomination process that attracted a record 30 entries.

Harriet Eisenkraft, a Toronto-based freelance journalist, won in the professional category for two published articles, "In a family way" and "Academic couples" (University Affairs, June/July & November 2004).

Jeff Carolin, a McGill Daily reporter, was the winner in the student category for his feature article "Tuition Rising" (www.mcgilldaily.com/view.php?aid=2903).

The awards, worth \$500 each, were presented at the CAUT Council meeting April 29 in Ottawa.

Started in 2001, the CAUT journalism awards recognize the year's best reporting by student and professional journalists of issues related to post-secondary education in Canada. Nominations are submitted by faculty associations, media organizations and other interested parties. Entries are judged on the basis of relevance, originality, quality of investigation and research, potential impact on policy makers and the fulfilment of professional standards of journalism. ■



Ottawa — Harriet Eisenkraft (right) accepts the award for Excellence in Post-Secondary Education Journalism from CAUT president Loretta Czernis at the 58th CAUT council meeting at the Fairmont Château Laurier April 29.

NEWS ACTUALITÉS

Le Collège universitaire du Nord frappé de censure

UNE motion de censure a été déposée à l'endroit du nouveau Collège universitaire du Nord (CUN) établi au Manitoba. Invoquant le défaut du gouvernement manitobain et du conseil d'administration intérimaire du CUN de mettre en oeuvre des dispositions qui garantissent au personnel académique du collège les droits à la liberté académique, à la permanence et à une véritable direction collégiale, le Conseil de l'ACPPU a décidé, par suite d'un vote unanime pris à son assemblée du 29 avril, d'imposer une motion de censure lors de son assemblée de novembre 2005 à moins que des mesures satisfaisantes ne soient prises pour réparer ces omissions.

« Nous avons amorcé, au début de 2002, les discussions avec les responsables du gouvernement du Manitoba sur ce qu'ils ont l'intention de faire pour redresser la situation du nouvel établissement », déclare James Turk, directeur général de l'ACPPU. « Nous n'avons cessé d'insister sur la nécessité d'assurer la liberté académique et la permanence et de mettre en place une direction collégiale chargée de prendre les décisions concernant l'orientation générale et la politique d'éducation du collège. Malheureusement, aucune disposition n'a été prise à cet effet. »

M. Turk a bon espoir que le conseil intérimaire du CUN entamera des discussions avec l'ACPPU et son homologue provincial, la Manitoba Organization of Faculty Associations, en vue d'adopter des politiques visant à protéger la liberté académique et à prévoir, comme il est courant dans la plupart des universités canadiennes, des clauses sur la



permanence qui s'appuient sur des dispositions traitant de l'éventualité d'une nécessité financière et d'un excédent de personnel.

« La pierre d'achoppement dans le règlement de cette question est le refus du gouvernement de conférer à l'établissement les pouvoirs d'une direction collégiale équivalents à ceux dont sont investis les sénats des autres universités manitobaines », explique M. Turk. De plus, la Loi sur le Collège universitaire du Nord habilite le ministre responsable de l'enseignement supérieur à donner des directives sur les programmes devant être offerts au collège. Il s'avère qu'il faudra nécessairement apporter

des modifications législatives pour remédier à ces lacunes. »

L'ACPPU a demandé de rencontrer le recteur et le président du conseil du CUN ainsi que la ministre de l'enseignement supérieur et de la formation, Diane McGifford, et ses fonctionnaires afin de déterminer si la situation peut être redressée de façon satisfaisante.

« Le CUN pourrait être un établissement d'enseignement par excellence pour les résidents du nord du Manitoba », soutient Loretta Czernis, présidente de l'ACPPU. « Mais, suivant les modalités actuelles, le collège aura de la difficulté à recruter et à fidéliser d'excellents employés

et, par conséquent, à offrir des programmes de grande qualité que méritent les Manitobains du Nord et la collectivité autochtone et auxquels ils sont en droit de s'attendre de la part d'un tel établissement. »

Le CUN, dont les principaux campus se trouvent à Thompson et Le Pas, procède à l'heure actuelle à l'embauche de son personnel et prévoit de lancer son programme universitaire de « l'an un » en septembre 2005. Le personnel et les programmes de l'ancien Collège communautaire de Keewatin ont été intégrés au CUN. ■

English on page A1.

Enquête : coup d'oeil sur Acadia

L'ACPPU a institué un comité d'enquête spécial chargé d'examiner le refus d'accorder la permanence à Eileen Hogan. Professeure agrégée à l'École de nutrition et de diététique de l'Université Acadia, Mme Hogan a vu son dernier appel rejeté par un comité d'appel de l'université au début de 2003.

L'enquête devra déterminer si Mme Hogan a réussi à faire entendre sa demande de permanence et ses appels de façon équitable et si, eu égard au déroulement de la procédure, la convention collective conclue entre le conseil d'administration d'Acadia et l'Association des professeurs de l'Université Acadia (AUPA) a été violée d'une façon ou d'une autre.

« Nous jugeons la situation préoccupante », a déclaré la présidente de l'ACPPU, Loretta Czernis. « Nous espérons que l'enquête éclaircira nos questions et parviendra à des conclusions qui soient justes pour Mme Hogan. »

Le comité est composé de deux membres : Patricia Baker, professeure agrégée de sociologie et d'anthropologie à l'Université Mount Saint Vincent, et Gayle MacDonald, professeure de sociologie à l'Université St. Thomas. La participation de l'AUPA contribuera à faciliter les travaux du comité. ■

English on page A4.

Création d'un nouveau comité

Le Comité de direction de l'ACPPU a créé un nouveau comité chargé de fournir des renseignements sur les questions intéressant le personnel enseignant clinicien.

Regroupant des représentants des membres du personnel enseignant clinicien de 13 écoles de médecine du Canada, ce comité rendra compte de questions concrètes concernant la protection et les droits du personnel enseignant clinicien.

« Nous sommes ravis que des professeurs de clinique chevronnés de tous les coins du pays aient accepté de siéger au sein du comité », a déclaré James Turk, directeur général de l'ACPPU.

Selon lui, le comité « jouera un rôle essentiel dans le suivi des recommandations du Groupe de travail sur la liberté académique des professeurs travaillant dans des établissements de soins de santé affiliés à des universités ».

Le Comité est composé des membres suivants : Mark Bactor (Saskatchewan), Keith W. Brownell (Calgary), Carol Cass (Alberta), Brenda Gallie (Toronto), Bertha Garcia (Western Ontario), Daniel Guitton (McGill), Gordon Guyatt (McMaster), Alan Jackson (Queen's), Alan Kwan (Memorial), Colin Powell (Dalhousie), Larry Reynolds (Manitoba), Derryck Smith (Colombie-Britannique) et Jean Wilkins (Montréal).

Le comité tiendra sa première réunion à Ottawa cette année. ■

Publié en novembre 2004, le rapport du groupe de travail, *À la défense de la médecine : Les professeurs de clinique et la liberté académique*, est disponible à l'adresse www.acppu.ca/fr/publications/reports/default.asp.

New Committee Takes Shape

THE CAUT Executive has created a new committee to advise on issues involving clinical faculty.

The newly-formed group includes representatives of clinical faculty members from 13 of Canada's medical schools and will report on practical issues related to the protection and rights of clinical faculty.

"We are delighted that senior clinical faculty from across the country have agreed to serve on the committee," said CAUT executive director James Turk.

He also said the committee's work will be "essential in helping us follow-up on the recommendations of the Task Force on Academic Freedom for Faculty at University-Affiliated Health Care Institutions."

Members of the committee are Mark Bactor (Saskatchewan), Keith W. Brownell (Calgary), Carol Cass (Alberta), Brenda Gallie (Toronto), Bertha Garcia (Western Ontario), Daniel Guitton (McGill), Gordon Guyatt (McMaster), Alan Jackson (Queen's), Alan Kwan (Memorial), Colin Powell (Dalhousie), Larry Reynolds (Manitoba), Derryck Smith (British Columbia) and Jean Wilkins (Montreal).

The committee will hold its first meeting in Ottawa later this year. ■

The task force report released in November 2004 – *Defending Medicine: Clinical Faculty and Academic Freedom* – is available at www.caut.ca/en/publications/reports/default.asp.

Le Conseil condamne les gestes du recteur de Carleton

LES délégués qui participaient le mois dernier à la réunion du Conseil de l'ACPPU ont condamné l'administration de l'Université Carleton pour le traitement sévère qu'elle avait réservé aux organisations étudiantes.

Carol Saab, présidente de l'association étudiante de cette université, a déclaré aux délégués présents à Ottawa le 29 avril que l'administration avait tenté de les expulser des locaux loués par les étudiants et dont l'université souhaite s'approprier.

Ces locaux, pour lesquels l'organisation étudiante verse un loyer annuel de 600 000 \$, comprend le centre destiné aux étudiants étrangers, le pub des étudiants et la cour, ainsi que le Baker Lounge, le lieu de rencontre principal exploité par les étudiants et utilisé par plus de 150 organisations étudiantes à Carleton.

Mme Saab a décrit la façon dont l'université a fait appel à une équipe de construction à 4 h après que la médiation eut échoué la veille et appelé la police pour extirper les leaders étudiants qui tentaient de les empêcher de travailler jusqu'à ce que le tribunal puisse entendre leur objection à l'expulsion. Elle a décrit aux délégués la façon dont, quelques jours plus tard, le recteur de Carleton était intervenu pour empêcher les étudiants de présenter un compromis au conseil d'administration de l'univer-

sité et dont l'université a fait arrêter ensuite des étudiants dans la cour du pub pour intrusion, alors que les travailleurs de la construction bloquaient les portes de sortie pour éviter que d'autres étudiants ne puissent rejoindre leurs collèges.

Loretta Czernis, présidente de l'ACPPU, déclare n'avoir jamais eu vent d'une université qui traitait ses organisations étudiantes de cette façon. « L'administration a persuadé le conseil d'administration de refuser de permettre aux étudiants de présenter une proposition de compromis afin de résoudre la question. Elle a fait appel à des travailleurs de la construction au beau milieu de la nuit pour entreprendre la démolition. Elle s'est organisée à plusieurs reprises pour faire arrêter les leaders étudiants pour être entrés sans autorisation dans les locaux que l'organisation étudiante avait loués... De telles mesures constituent une honte », de dire Mme Czernis. « Si les parties ne pouvaient s'entendre, on aurait dû soumettre la question aux tribunaux. »

Afin de démontrer à quel point ils sont dégoûtés par la façon dont l'administration a traité les étudiants durant ce conflit, les délégués du Conseil ont décidé « d'exprimer notre solidarité envers les associations étudiantes et de les appuyer, en plus de condamner le geste déplorable du recteur de l'université et d'exiger

que celle-ci mette fin sur-le-champ à ses mesures contre les associations étudiantes de Carleton, qu'elle reprenne les discussions pour trouver une solution juste, raisonnable et équitable au problème, et qu'elle s'engage à ne porter aucune accusation contre les étudiants. »

De plus, les délégués ont décidé d'offrir 5 000 \$ pour venir en aide aux associations étudiantes de Carleton dans leur démarche visant à protéger les locaux que louent les étudiants en plus d'avoir demandé à l'ACPPU de mobiliser des autobus afin que les délégués puissent consacrer leur période de repas du lendemain avec les étudiants de Carleton dans leur pub qu'on a partiellement détruit. La CUSA a offert le repas aux délégués et présenté un vidéo montrant la réunion du conseil lors de laquelle on avait interdit aux étudiants de faire leur présentation et les arrestations que la police avait effectuées sur le campus.

Dans un nouveau geste qu'elle a posé au début de mai, l'université s'est organisée pour empêcher l'accès au salon étudiant au quatrième étage et pour faire arrêter d'autres leaders étudiants qui ont insisté pour qu'on retarde la construction jusqu'à ce que le tribunal rende sa décision. ■

English on page A5.



Establishing your career should be easier than this...

Circus Minimus

Searching for the right career placement and getting established can sometimes feel like a circus act – going round and round, jumping through hoops, etc. It's not surprising, then, that the word "search" comes to us from the Latin *circare*, to go around, which is what "circus" originally meant – in the charioteers' *Circus Maximus* sense.

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NEWS

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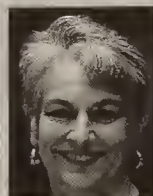
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Chair, Librarians
Kent Weaver (Toronto)
Président, Bibliothécaires



Chair, Women
Wendy Robbins (UNB)
Présidente, Femmes

CAUT's president and executive director are ex officio members of all CAUT standing committees.

La présidente et le directeur général de l'ACPPU sont membres d'office de tous les comités permanents de l'ACPPU.

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The first person listed above for each standing committee is the committee chair. Pour chaque comité permanent, la personne en tête de liste est celle qui le préside.

A

■ ANTHROPOLOGY – Sir Wilfred Grenfell College, St. John's, Newfoundland invites applications for a four-month teaching term appointment beginning in January 2006. The successful candidate will be prepared to teach Introduction to social and cultural anthropology, a course on the third world and a course in a relevant area of expertise within cultural anthropology. These courses are offered as an essential component of both the Social/Cultural Studies program (an interdisciplinary Bachelor of Arts degree linking anthropology, folklore and sociology) and the Environmental Studies program. Applicants should have a PhD in hand, or one that is close to completion. Applicants are requested to submit a curriculum vitae, teaching dossier, and the names of three references (to Vice-Principal, Sir Wilfred Grenfell College, Memorial University of Newfoundland, Corner Brook, NL A2H 6P9. For further information visit www.swgsc.ca. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

■ RELIGION & CULTURE – Simon Fraser University, Please see our display ad within the Career ad section.

C

■ CHEMICAL ENGINEERING – McMaster University, The Department of Chemical Engineering at McMaster University is seeking an outstanding individual for a tenure-track position as the Assistant or Associate Professor rank in the area of bioengineering. Applicants should have a PhD in Chemical Engineering or closely related discipline and have research interests in areas related to the application of chemical engineering principles to bioengineering. These include, but are not restricted to: bioprocessing (reactions and separations), fermentation, and tissue engineering. The broad area of interfacial science and engineering related to bioengineering is of interest. The successful candidate will be expected to contribute to teaching in both our graduate and undergraduate programs and to develop a strong research program. The position offers the opportunity to interact with our biomaterials research group, which has strong collaborations with the Faculty of Health Sciences. We are interested in developing interdisciplinary research across Departments and Faculties, and especially with the McMaster School of Biomedical Engineering. Applicants should send a letter of application, full CV including a list of publications, statement of teaching and research interests, a selection of research publications, and the names of at least three references (with postal and email addresses). Registration, or eligibility for registration, by the Professional Engineers of Ontario will be considered an asset. Please send the application materials to the attention of: Andrew Hryniak, Chair, Department of Chemical Engineering, McMaster University, Hamilton, Ontario, Canada, L8S 4L7. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University en-

courages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applications will be accepted until the position has been filled. For more information about the department, please consult <http://www.chemeng.mcmaster.ca>.

■ CHEMISTRY – University of British Columbia, Research Associate Position, Teaching and Learning Enhancement. Applications already received will still be considered. The Department of Chemistry, at the University of British Columbia invites applications for a Research Associate whose primary focus will be the scholarship of teaching and learning in undergraduate chemistry education. This position is intended to support the development and implementation of more effective teaching and learning methods for faculty and students. The Research Associate will be part of the Science Centre for Learning and Teaching (SCLT) team, but will be based in Chemistry with their primary responsibilities determined by the Chemistry department. Responsibilities include: Working with the Department of Chemistry to develop and implement teaching initiatives; Consultation on and implementation of best practices of teaching and learning; Facilitating, or doing research on, the effects of the learning and teaching. Qualifications: A doctorate with degrees in chemistry and education, or equivalent of teaching philosophy. Applicants should also arrange for three letters of recommendation to be sent to: Head, Department of Chemistry, The University of British Columbia, 2036 Main Mall, Vancouver, BC, Canada, V6T 1Z1.

■ CHEMISTRY – University of New Brunswick (Saint John Campus), The Department of Physical Sciences at the Saint John Campus of the University of New Brunswick invites applications for a tenure-track position in Chemistry at the Assistant Professor level effective January 1, 2006. The position is subject to final budgetary approval. The Department, comprised of the disciplines of Chemistry, Geology and Physics, offers a General Science Degree program and a minor in Chemistry, as well as a number of service courses for Biology majors, Engineering and Arts students. Candidates should have a PhD in Organic Chemistry or related field of study. Postdoctoral experience in organic synthesis would be an asset. UNBSJ has a strong commitment to teaching and a demonstrated excellence in teaching would be of merit. The appointee would be expected to teach effectively at the undergraduate level, providing core organic chemistry courses (lecture and practical lab) as well as developing other courses within their area of expertise or to meet evolving program needs. Participation in graduate instruction would be expected. The appointee is expected to develop an externally funded dynamic research program that fits the reality of a small Chemistry discipline (currently engaged

in biocatalysis research). Research activities in organic chemistry that complement current faculty work in Environmental or Marine Biology would also be of interest. Applicants must submit a curriculum vitae, a statement of research interest/proposal and teaching philosophy, the names of three references (email address, telephone number), and up to three reprints of recent publications or teaching evaluations to the Department of Physical Sciences, The University of New Brunswick, Saint John, NB, E2L 4L5; Fax: 506-648-5948; e-mail: physsci@unbsj.ca. Review of applications will begin June 2005. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity. For more information about the Department, please visit our website at: <http://www.unbsj.ca/ceest/physci/>.

■ CHEMISTRY & INTERDISCIPLINARY EDUCATION – University of New Brunswick, Renaissance College, The University of New Brunswick's Interdisciplinary leadership school, and the Faculty of Science (Department of Chemistry) are seeking an individual to hold a joint position in chemistry and interdisciplinary education at the Instructor level with appointment effective July 1, 2005 or as soon thereafter as possible. Renaissance College is the University of New Brunswick's creative response to the need to educate leaders for the new millennium. Unique features of Canada's premier undergraduate leadership studies program include: students graduate with a Bachelor of Philosophy (in Interdisciplinary Leadership Studies) degree; two summers are dedicated to Canadian and international internships; all courses lead to growth in seven College learning outcomes; the College draws 25 highly capable students per year into the BPhil program; a broad philosophical base in arts and sciences combined with depth through a disciplinary minor; Faculty and students develop close working relationships as they move through a program based on team-teaching, experiential, collaborative and problem-based learning courses. Faculty and staff are committed to teach and model leadership and citizenship excellence. UNB's Chemistry Department has an outstanding reputation, both nationally and internationally, for its accomplishments in research, for its graduate students, and nationally accredited undergraduate degree programs. Many of its faculty members have

received prestigious awards for research and teaching. The impact of their research has led to four of its faculty being placed in the world's top 1 percent of chemists most cited in scientific papers. Their undergraduate program offers three chemistry BSc degree programs accredited by the Canadian Society for Chemistry. The department staff currently comprises 10 regular faculty, five honorary faculty, two research associates, 4 instructors, about 30 full-time graduate students and post-doctoral fellows and about 40 full-time undergraduate students. More information on the College and Chemistry Department and this opportunity can be found at: www.unbsj.ca/renaissance and www.unbsj.ca/fredonator/science/chem, respectively. Qualifications: Candidates must have a Masters degree in chemistry or related discipline (a PhD is an asset). Strong teaching and teamwork skills, including experience with interdisciplinary teaching, will be a benefit. An interest in the scholarship of education and a commitment to community and institutional service will be seen as assets. Salary and rank will be commensurate with qualifications and experience. Candidates should submit a letter of interest and curriculum vitae showing their background and future teaching and scholarship goals support the goals of Renaissance College and the Department of Chemistry, a curriculum vitae, a statement of teaching and scholarship interests; and three letters of recommendation to: Dr. Pierre Lunde, Dean, Renaissance College, University of New Brunswick, P.O. Box 4400, Fredericton, NB, Canada, E3B 5A3; Fax: (506) 648-3224. Applications will be reviewed starting May 15th, 2005, and continue until a candidate is selected. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. This position is subject to budgetary approval. The University of New Brunswick is committed to the principle of employment equity.

■ CIVIL & ENVIRONMENTAL ENGINEERING – Carleton University, The Department of Civil and Environmental Engineering invites applications for a tenure-track position at the rank of Assistant Professor in the area of Environmental Engineering to commence as early as July 1, 2005. This position is subject to budgetary approval. The Department offers bachelor, Master's and doctoral degrees in civil, chemical, and environmental engineering. The environ-

mental engineering program includes elements of air pollution, waste management, water and wastewater treatment, hydrogeology and the fate of subsurface contaminants, and environmental impact assessment. Faculty members teaching in the environmental engineering program have a wide range of backgrounds including chemical, civil, environmental, and water resources engineering, as well as biology. The Department is seeking an individual with research strengths in environmental engineering that complement the above defined areas. Background and interest in the area of governmental engineering will be an asset. The successful candidate will be expected to teach both undergraduate and graduate courses in the department's programs. In addition to teaching and research the candidate will be expected to participate in the governance of the university as well as community outreach. The Department has an intensive research enterprise including an NSERC Chair in Fire Safety Engineering and a Canada Research Chair in Risk Assessment. Carleton University is located in Canada's capital city, Ottawa, which offers a wide range of recreational and cultural activities and the location of several of Canada's top research institutions including Environment Canada, the National Research Council and Natural Resources Canada. Applicants for the position should hold a doctoral degree and have a demonstrated commitment to research and teaching. Membership or eligibility for membership in a Canadian Professional Engineering Association is required. Potential applicants may wish to send us their information on the Department available at <http://www.cce.carleton.ca> and <http://www.cce.ca>. Applications, with a curriculum vitae including educational background, employment history, research and teaching experience and interest, and the names of at least three referees, should be sent to: Professor Abd El Hameed, Chair, Department of Civil and Environmental Engineering, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada, K1S 5B6. Applications will be accepted until April 30, 2005 or until the position is filled. All qualified candidates are encouraged to apply. The applications of Canadians and permanent residents will be given priority. Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

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Lecturers of Management

The School of Business Administration, Faculty of Management, invites applications for two ten-month limited term appointments in Management at the rank of Lecturer commencing August 1, 2005. Applicants must have a Master's degree (preferably in English, Journalism, Communications, or Public Relations); a PhD is preferred. Experience in teaching (composition or communications) at the post-secondary level is also required. Practical experience in writing in business and/or government environments is also desirable.

The successful applicant's primary responsibility will be to teach six sections of Business Communications (written and oral) at the undergraduate level. The applicant will work closely with the coordinator of the Business Communications course to teach from a common syllabus, plan common assignments, and use common evaluation instruments.

Information about the School of Business Administration may be found at www.mgmt.dal.ca/sba.

Applicants should send a c.v., names of three references, and any teaching evaluations to:

Ms. Viola Caume
School of Business Administration
Dalhousie University
6152 Coburg Road
Halifax, Nova Scotia, B3H 3J5, Canada

The closing date is June 30, 2005.

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.



TRENT UNIVERSITY CANADA RESEARCH CHAIRS

Trent University invites applications from candidates for two Junior (Tier II) Canada Research Chairs (CRC). Preference will be given to individuals in the general areas of Aquatic Sciences and Biogeochemistry and DNA Profiling, Functional Genomics and Forensic Science (see details below). Trent University is planning to submit the CRC nominations in December 2005 and the nominees would be notified of the results of the nomination process in the spring of 2006. The goals of the CRC programme (www.chairs.gc.ca) are to promote leading edge research and the training of highly qualified personnel. All CRC positions are subject to review and final approval by the CRC Secretariat. Both appointments will be at the Assistant or Associate Professor level, depending on the qualifications of the successful candidates. Applicants must hold a Ph.D., possess excellent research records, and have the potential to be leaders in their fields. In conjunction with CRC nominations, candidates are expected to submit a proposal to the Canadian Foundation for Innovation (<http://www.innovation.ca>) at the time of the University's CRC nomination.

Aquatic Sciences and Biogeochemistry: The successful candidate is expected to establish an active, externally-funded research program, to supervise graduate students within one of Trent's interdisciplinary graduate programs, and to contribute to teaching at the undergraduate level. Possible undergraduate programs include Biology or Biochemistry, Chemistry, Environmental Chemistry, Environmental and Resource Sciences, and Geography. Research emphasis is expected on development and/or application of techniques in biogeochemistry, analytical chemistry, monitoring and modelling of chemical and physical environmental processes, or environmental microbiological processes. The candidate will be expected to take a role with the Water Quality Centre, and may also develop collaborative relationships with the Canadian Environmental Modelling Centre, the Watershed Science Centre, and/or groups working on atmospheric, terrestrial and climatic issues.

DNA Profiling, Functional Genomics and Forensic Science: The successful candidate is expected to establish an active, externally-funded research program, to supervise graduate students within one of Trent's interdisciplinary graduate programs, and to contribute to teaching in a relevant undergraduate department. Applications from individuals in any area of Forensics are welcome, including, but not limited to: DNA Forensics, Forensic Botany, Forensic Chemistry, Forensic Entomology, Forensic Microbiology, Forensic Toxicology, PaleoDNA and Forensic Anthropology, and Wildlife Forensics. The candidate will be expected to play a role in the newly established Forensic Science Program, and interact with researchers in the Natural Resources DNA Profiling and Forensic Centre. Applied experience in forensics will be considered an asset.

Interested applicants should send a curriculum vitae, statement of teaching philosophy, brief 5-year research plan, examples of significant research contributions, and names and contact information for three potential referees to:

Dr. James D.A. Parker
Associate Vice President, Research
Trent University
Peterborough, Ontario, K9J 7B8, Canada
jparker@trentu.ca

The selection committee will start to review all applications on June 1 (2005), but will continue to consider applications until the successful nominees are identified.

Trent University is an employment equity employer, and especially invites applications from women, aboriginal persons, visible minorities and disabled persons.

CAREERS CARRIÈRES

CIVIL ENGINEERING — University of Waterloo. The Department of Civil Engineering at the University of Waterloo invites outstanding individuals to apply for a tenure-track position at the Assistant or Associate Professor rank. Candidates must have a strong background in structural engineering and applied mechanics and a research record in reliability and risk analysis of structural systems with an emphasis on steel structural systems. The successful candidate must complement the recently established Industrial Research Chair in Risk-Based Life Cycle Management of Engineering Systems. Applicants should have a PhD in Civil Engineering or a closely related field. Eligibility for Professional Engineering registration in Ontario would be an asset. Applicants must have potential or proven excellence in teaching and research. Industrial experience is desirable but not a requirement. The successful applicant is expected to have excellent communication skills and be able to supervise graduate students and teach undergraduate and graduate courses in a wide range of subjects in Civil Engineering. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native people and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, Email addresses, telephone and FAX number of at least three references. Mail to Professor Leo Riehnberg, Chair, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Applications will be considered at any time until the position is filled.

CIVIL ENGINEERING — University of Waterloo. The Department of Civil Engineering at the University of Waterloo invites outstanding individuals to apply for a tenure-track position at the Assistant or Associate Professor rank. Candidates must have a strong background in structural engineering and applied mechanics and a research record in the area of rehabilitation of steel structures and bridges with expertise in structural health monitoring, composite materials, fracture mechanics or mechanics of fatigue. The successful candidate must complement the recently established Canada Research Chair (Tier II) in Structural Rehabilitation.

Applicants should have a PhD in Civil Engineering or a closely related field. Eligibility for Professional Engineering registration in Ontario would be an asset. Applicants must have potential or proven ability for excellence in teaching and research. Industrial experience is desirable but not a requirement. The successful applicant is expected to have excellent communication skills and be able to supervise graduate students and teach undergraduate and graduate courses in a wide range of subjects in Civil Engineering. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native people and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, Email addresses, telephone and FAX number of at least three references. Mail to Professor Leo Riehnberg, Chair, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Applications will be considered at any time until the position is filled.

COMMUNICATION PUBLIQUE — Université de Sudbury. Le programme (français) en Communication publique à l'Université de Sudbury, qui offre une formation théorique et pratique en deux volets (journalisme et relations publiques), appelle des candidats pour un poste à temps plein de professeur et coordinateur du programme. Le candidat ou la candidate qualifiée aura un doctorat dans le domaine, une expérience d'enseignement pertinente et une capacité d'entreprendre les diverses responsabilités liées à la coordination et au développement d'un nouveau programme. Le rang (le salaire) seront déterminés en fonction des qualifications, de l'expérience et de l'entente collective. Les personnes intéressées feront parvenir un dossier de candidature comprenant une lettre d'intention, un curriculum vitae détaillé et trois lettres de référence au: Dr. André Krawchuk, recteur et vice-chancelier, Université de Sudbury, Sudbury ON, P3E 2C6. Le comité de sélection examinera les candidatures à partir du 30 avril 2005 jusqu'à ce que le poste soit comblé. Cette annonce s'adresse aux citoyens canadiens et aux immigrants récents. L'Université invite tous les candidats qualifiés à poser leur candidature, sans distinction de sexe, de handicap, ou de race, y compris les Autochtones et les minorités visibles.

COMMUNITY HEALTH & EPIDEMIOLOGY — Dalhousie University, Memorial University of Newfoundland, and University of New Brunswick. We are seeking applications for a full-time Postdoctoral Fellow in the area of social and behavioral issues in Hepatitis C and HIV. The position is funded by the Atlantic Interdisciplinary Research Network (AIRN), which includes collaborative partners at Dalhousie University, Memorial University of Newfoundland, and the University of New Brunswick. The Network is funded by the Canadian Institutes of Health Research (CIHR), and is addressing four interrelated thematic areas: (1) Epidemiology and Surveillance; (2) High Risk Behaviours and Social Contexts; (3) Case Management and Quality of Life; and (4) Health and Social Policy. Multiple research projects are underway in each of the program of research, which also serve to link researchers across the Atlantic Provinces. The interdisciplinary team that forms the

core network includes researchers in epidemiology, health policy, health promotion, medicine, nursing, psychology, pharmacy, and sociology. Numerous community-based organizations, research institutes, government departments and organizations, and researchers are also collaborative partners within the network. Applicants should have a PhD or MSc in a relevant discipline and an interest in HIV and/or Hep C. The applicant is expected to work with members of the network on various research projects, as well as develop their own area of research relevant to one or more of the three thematic areas. Demonstrated experience working with interdisciplinary teams, community-based organizations, marginalized populations, and collaborative HIV or Hep C research, would be an asset. The position can be housed at any of the collaborating institutions in the Atlantic provinces. The fellowship is for up to 2 years in duration. A competitive salary of \$36,750/annum is offered. Qualified candidates should forward their curriculum vitae, the names of at least three references, and a sample of their professional writing. An appendix page summarizing past and research should be included with the application. The application may be submitted by post or e-mail to: Dr. Susan Huskard, Community Health and Epidemiology, Dalhousie University, 5750 University Avenue, Halifax, NS, B3H 1V7; email: susan.huskard@dal.ca. The position is available immediately and will remain open until a suitable candidate is chosen. We are an Equal Opportunity/Affirmative Action employer and encourage applications from qualified Aboriginal peoples, persons with a disability, racially visible persons, and women. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

CRIMINOLOGY — York University, York University, Faculty of Arts, Division of Social Science invites applications for a two-year contractually limited appointment at the assistant professor level commencing July 1, 2005. The Division of Social Science within the Faculty of Arts, mandated to provide undergraduate general education, as well as a number of specialized interdisciplinary programs, including Criminology. Information about the Law & Society program can be found at <http://www.arts.yorku.ca/crimology/>. The successful candidate will hold a PhD (or be close to completion) in one of the social sciences and will demonstrate a strong research record and publication in the field of criminology. He or she must demonstrate a strong competence in undergraduate teaching and an ability to teach in an interdisciplinary program. The candidate will teach the equivalent of three full courses from this available list of courses: AS/SOSC/CRIM 1650 6.0 Introduction to Criminology; AS/SOSC/CRIM 2651 3.0 Criminal Law and Procedure; AS/SOSC/CRIM 2652 3.0 Criminal Justice System; and AS/SOSC/CRIM 4650 6.0 Criminology Honours Seminar. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/academy/index.htm or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are invited to apply; however, Canadian citizens and Permanent Residents will be given priority. Temporary entry for holders of U.S.A. and Mexico may apply per the provisions of the North American Free Trade Agreement (NAFTA). Candidates are invited to submit a curriculum vitae, a statement of research and teaching interests, and a sample publication, and to have three references send letters of reference to: Barry Reed, Chair, Division of Social Science, 5750 Keele Building, 4700 Keele Street, Toronto, M3J 1P3; Tel: 416-736-5754; E-Mail: dreed@yorku.ca. All York University positions are subject to budgetary approval. Deadline: May 15, 2005.

DENTISTRY — Dalhousie University. The Faculty of Dentistry, Dalhousie University, Halifax, Nova Scotia, is seeking applications for a full-time, term appointment of two years possibly leading to a tenure-track faculty position at the rank of Associate or Full Professor, in the Division of Periodontics in the Department of Dental Clinical Sciences. Qualified candidates may be considered for a tenure-track position. Responsibilities will include undergraduate teaching, collaborative research, continuing education presentations and associated administrative duties. Depending on the successful applicant's credentials, salary may be negotiable. Particular emphasis will be placed on the successful candidate's qualifications, experience, and achievements. It is expected that the successful applicant will have graduated from an accredited specialty program, or a non-accredited specialty program and hold a PhD. The successful applicant will also have demonstrated experience in research, undergraduate and graduate teaching, and administration. Salary and rank will be commensurate with qualifications and experience. The successful applicant must be eligible for licensure in Nova Scotia. Private practice privilege is integrated with the appointment. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Dalhousie University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/academy/index.htm or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are invited to apply; however, Canadian citizens and Permanent Residents will be given priority. Temporary entry for holders of U.S.A. and Mexico may apply per the provisions of the North American Free Trade Agreement (NAFTA). Candidates are invited to submit a curriculum vitae, a statement of research and teaching interests, and a sample publication, and to have three references send letters of reference to: Barry Reed, Chair, Division of Social Science, 5750 Keele Building, 4700 Keele Street, Toronto, M3J 1P3; Tel: 416-736-5754; E-Mail: dreed@yorku.ca. All York University positions are subject to budgetary approval. Deadline: May 15, 2005.

Associate Vice-President (Research)

The University of Western Ontario is seeking an Associate Vice-President (Research) to provide operational leadership of its Research Western organization, which is mandated to ensure that the University meets its strategic objectives as a leading Canadian and international research intensive institution.

Reporting to the Vice-President (Research and International Relations), the Associate Vice-President (Research) will direct a diverse and dedicated team of professionals in identifying funding opportunities for individual researchers and research teams and assisting them in developing successful proposals, thereby maximizing Western's participation in public and private sector programs and opportunities. The Associate Vice-President (Research) will ensure that these activities are undertaken within a service-oriented environment, while at the same time maintaining overall compliance with University and external guidelines governing the conduct of research. The incumbent will also support the Vice-President (Research and International Relations) in promoting and maintaining a culture of innovation, and creating conditions for increasing the overall quality and quantity of research at Western.

In 2004-2005, Western's total expenditures will be over \$850 million, including over \$185 million in total research funding from both internal and external sources. The University is committed to excellence in teaching, research, and scholarship in all of its faculties, and recruits outstanding students and faculty in pursuit of that objective. Each year, Western's faculty receive numerous major scholarly awards. The Associate Vice-President (Research) is part of the President's senior administrative team, working together to enhance Western's national and international scholarly reputation.

The preferred candidate for this position will have an outstanding record of scholarship and academic leadership, with a passion for the research enterprise, superior management and communication skills, and a sound working knowledge of budgetary issues and planning.

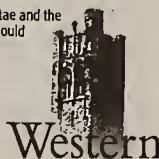
The appointment will commence 1 July 2005 or on an earlier date agreed to by the successful candidate and the Vice-President (Research and International Relations). For further information, please contact the Office of the Vice-President (Research) or consult the Research Western website at www.uwo.ca/research.

The Search Committee will commence review of applications on 1 May 2005.

All positions are subject to budget approval. Qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

Nominations and applications, including an up-to-date curriculum vitae and the names of at least three referees, will be treated in confidence and should be submitted to:

Dr. Ted Hewitt
Vice-President (Research and International Relations)
5LB 108
University of Western Ontario
London, ON N6A 5B8



Arts et sciences

La Faculté des arts et des sciences sollicite des candidatures pour :

- Un poste de professeur ou professeur pour une Chaire de recherche du Canada (niveau 2) au Département de philosophie, dans le domaine de l'esthétique contemporaine
- Un poste de professeur ou professeur au rang d'adjoint, à l'école de relations industrielles, en relations industrielles avec spécialisation en gestion des ressources humaines.

Date d'entrée en fonction : Variable selon les postes (sous réserve d'approbation budgétaire).

Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse en priorité aux citoyens canadiens et aux résidents permanents. L'université soutient un programme d'accès à l'égalité en emploi pour les femmes et au principe d'équité en matière d'emploi.

Pour de plus amples informations, veuillez consulter notre site web : www.fas.umontreal.ca

Université de Montréal



Edna Manley College of the Visual & Performing Arts

LECTURER
Acting & General Studies

The incumbent would be required to teach to Diploma and BFA Students:

- Acting and Voice & Speech
- Western Theatre History (Survey)
- Dramatic Literature

Minimum Qualification & Skills

- BFA in Theatre Arts; MFA (Theatre Arts) would be an asset.
- Three (3) year Theatre experience.
- Experience in teaching at a tertiary level and expertise/genuine interest in utilizing Caribbean performance styles in the teaching process would be an asset.

Salary

J\$801,157 - J\$906,436

Application should be made no later than May 31, 2005 to the:

DIRECTOR, HUMAN RESOURCE
Edna Manley College of the Visual & Performing Arts
(Principal's Building)
1 Arthur Wint Drive, Kingston 5
E-mail: hr@ednamanleycollege.edu.jm

NB: Only short-listed applicants will be notified!

MALASPINA University-College

Molospino University-College, located on beautiful Vancouver Island, is accepting applications for the following position:

Dean, Faculty of Management
Comp. 05-1005 closes 1 pm, May 26/05

For full details, please click on Employment Opportunities on the Malaspina University-College website www.mala.ca. Bookmark this website for upcoming career opportunities.



Nanaimo Campus
900 Fifth Street
Nanaimo, BC V9R 5S5
(250) 755-1111

WWW.MALA.CA

CAREERS CARRIÈRES

■ DENTISTRY—University of Alberta. The Department of Dentistry invites applications for a full-time, tenure-track faculty position in Pediatric Dentistry at the Associate Professor level. Applicants should have a Doctor of Dental Surgery degree or equivalent, completion of an advanced specialty education program in Pediatric Dentistry and in possession of an advanced degree (MSc or PhD). Evidence of high quality research accomplishments is desirable as is experience in teaching. Duties will consist of teaching, Pediatric Dentistry to undergraduates in the clinic, lab and lecture settings, administrative work related to Pediatric Dentistry, participation in Departmental and Faculty Committees and outreach programs, and liaising with the Hospital Dental Clinic including the monitoring of dental residents. Opportunities are available for intramural and extramural practice. Rank and salary will be commensurate with background and experience. The position will be available July 1, 2005 and applications will be accepted until the position is filled. Please send your complete curriculum vitae, including statement of future career goals and names of three references to: Dr. Ken Zakariassen, Associate Dean and Chair, Department of Dentistry, Faculty of Medicine and Dentistry, 2000 University of Alberta, Edmonton, Alberta, Canada, T6G 2G8. All qualified candidates are encouraged to apply. However, Canadian and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons. For further details, contact: www.ualberta.ca/dm/ars or the Chair, Jan Selman, (780) 492-2274. Deadline: May 31, 2005.

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■ EARTH SYSTEM SCIENCE—McGill University. This Department of Geography invites applications for the following position: Terrestrial Global Hydrology in a Climate Science (Associate or Assistant Professor). The successful candidate's teaching and research will focus on modeling large basin, continental or global-scale movement of freshwater. We are particularly interested in someone whose research focuses hydrology with changes in climate, land cover/use, agriculture, water utilization, and their effect on the freshwater hydrological cycle. The emphasis should be on geophysical controls, biogeochemical transfers, links with climate, and/or integration across scales in hydrological systems. Resolving the global water cycle and determining how human activity is altering this cycle is recognized as a "grand challenge" in a new interdisciplinary undergraduate program in Earth System Science (ESS). Because hydrology is a key connection between the terrestrial biosphere and the atmosphere and oceans, the successful candidate will make a crucial contribution both to the introductory courses in Earth System Science and to the development of upper level and graduate courses in ESS. Expertise in global terrestrial hydrology will be an obvious asset in McGill's FQRNT funded Global Environmental and Climate Change Centre, and complement existing expertise in land use/land cover change, biogeochemistry, landscape ecology, and fluvial and periglacial geomorphology in the Department of Geography, and atmospheric and oceanic geophysics in the Department of Atmospheric and Oceanic Sciences. The appointee will be part of the core faculty in the newly established undergraduate Earth System Science program at McGill University. Six new positions will be filled within the next year to support this program, two in each of the departments directly involved in the program: Atmospheric and Oceanic Sciences, Earth and Planetary Sciences, and Geography. Three of these appointments will deal specifically with the area of water, a resource of increasing global value. The appointee will be expected to participate in team teaching of the core courses of the ESS program, establish links and collaborations with researchers in other units (e.g., Bioregion for Water Resources Management, McGill School of Environment) and maintain an active research program. Applicants should submit a letter of application, curriculum vitae, statements of research interests and teaching philosophy, and the names and addresses of three references to: Prof. Gordon Ewing, Chair, Department of Geography, McGill University, 805 Sherbrooke Street West, Montreal, Quebec, Canada, H3A 2K6. The anticipated start date for the position is September 1, 2005. Review of the applications will begin in May 2005 and continue until the position is filled. All qualified candidates are encouraged to apply. However, Canadian citizens and permanent residents of Canada will be given priority. McGill University is committed to equity in employment.

■ EDUCATION—University of New Brunswick. Applications are invited for a tenure track position in the Faculty of Education, University of New Brunswick, Fredericton, in the field of educational administration beginning July 1, 2005 or as soon thereafter as possible. The Faculty, with about forty permanent members, offers a BEd, MEd and a PhD. Responsibilities for this position include teaching at the graduate and undergraduate levels, supervision of intern/student teachers, supervision of graduate students at the Masters and PhD level and developing a program of scholarly research and publication. Courses in educational administration include School Law and Organization at the BEd level and Supervision of Instruction, Administrative Theory, Legal Aspects, Finance, Politics, Supervision, Leadership and Change. Current issues in Educational Administration at the Masters Level. Applicants should have a completed or nearly completed PhD or equivalent in Educational Administration/Educational Leadership, teaching experience at the K-12 level and a record of scholarly publication. Post-secondary teaching experience and interest or expertise in online teaching would be an asset since it is our intention to make a portion of our graduate program in educational administration available to students online. Candidates with a second area of expertise in one of: special education, counseling, adult education or social studies education, are particularly invited to apply. Applications should be sent to Dr. Marian Small, Dean, Faculty of Education, Box 4400, Fredericton, NB, E3B 5A3 before July 1, 2005. The names of three referees should be included. All qualified candidates are encouraged to apply. However, Canadian and permanent residents will be given priority. The University of New Brunswick is committed to the principle of equity in employment. This position is subject to budgetary approval. Salary and rank will be commensurate with qualifications and experience. The successful applicant will be expected to teach effectively at the undergraduate and graduate level, to supervise graduate students, to participate in other educational, scholarly and professional activities, to liaise with industry, and to develop an active program of research. Applicants must have an undergraduate degree in education and an earned PhD degree in education with a research focus and accomplishments relevant to ice engineering. Applicants with research interest in areas such as offshore structure design for ice environments, remote sensing of ice, marine transportation in ice, ice-structure interaction, and ice-sheep interaction or other topics relevant to industrial development in Newfoundland and Labrador are encouraged to apply. The successful candidate will be expected to teach in the undergraduate Civil Engineering program courses at Memorial. This program includes courses such as solid mechanics, structural mechanics, structural analysis, offshore design and cost engineering. Registration as a Professional Engineer in Newfoundland and Labrador is expected. The Faculty of Engineering and Applied Science has well-established co-operative undergraduate programs and active graduate research programs in Civil Engineering, Computer Engineering, Electrical Engineering, Mechanical Engineering, and Ocean and Naval Architectural Engineering, with options in Offshore Oil and Gas Engineering. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to over 17,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. For further information about Memorial, please visit the website at <http://www.mun.ca>. Applicants should send a curriculum vitae, the names of three referees and a one-page statement of teaching and research interests. Copies of three relevant

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■ DRAMA—University of Alberta. Applications are invited for a part-time, non-tenure track position in Theatre Design. The successful applicant will teach design and tech students in Set and Costume Design, Technical Drawing and Design Studio Techniques including drawing, painting, life drawing, model making, CAD, and computer graphics. Scene painting and web page maintenance. Major professional and teaching experience required. Experience in website technology an advantage. All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons. For further details, contact: www.ualberta.ca/dm/ars or the Chair, Jan Selman, (780) 492-2274. Deadline: May 31, 2005.

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Faculty Position in Communicable Disease Epidemiology

The Department of Public Health Sciences in the Faculty of Medicine and Dentistry at the University of Alberta invites applications for a new full-time faculty position at an assistant, associate or full professor level. The person appointed will take a lead in teaching and research in communicable disease within the Department and will have service responsibilities within the Provincial Laboratory for Public Health (Microbiology). This laboratory operates on two sites (Edmonton and Calgary) and supports provincial and regional public health programs. Core functions of the laboratory include laboratory-based surveillance to assist in the detection of emerging and re-emerging pathogens, evaluation of intervention programs and outbreak investigations (www.provlab.ab.ca). There are abundant opportunities for collaboration with a large clinical Division of Infectious Diseases in HIV, hepatitis C, and community and hospital epidemiology on a broad range of communicable diseases. The Department of Public Health Sciences, one of the largest in the field in Canada, has more than 100 graduate students in MSc, PhD and MPH programs, with an annual research budget in excess of \$6 million (www.phs.ualberta.ca).

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

www.careers.ualberta.ca

Laurentian Laurentienne

Poste à durée limitée Méthodes quantitatives et Gestion des opérations

L'École de commerce et d'administration sollicite des candidats pour un poste à durée limitée pour dix mois dans le domaine de Méthodes quantitatives et Gestion des opérations. Le candidat(e) doit posséder une maîtrise. Le poste débute le 1er juillet 2005. Plus d'informations sont disponibles à : www.laurentienne.ca/commerce/francais

Les personnes intéressées doivent faire parvenir leurs offres d'emploi accompagnées d'un curriculum vitae et de trois lettres de références à :

Dr. Ron Mühlholland, Directeur
École de commerce et d'administration
Chemin du Lac Ramsey
Université Laurentienne
Sudbury, Ontario P3E 2C6
muhlolland@laurentian.ca

Laurentian Laurentienne

Tenure Stream Positions Strategy & Finance

Laurentian University School of Commerce invites applications for a tenure stream position in Strategy and a tenure stream position in Finance for July 1, 2005. The successful candidates will teach in the H.B. Com and the MBA program. Candidates must have solid research skills as indicated by a doctorate or near completion of the dissertation. A commitment to excellence in teaching is also a requirement. In accordance with the University's Policy on Bilingualism, Laurentian has a requirement of passive bilingualism (French/English) as a condition of tenure. Candidates must have Ph.D. in order to obtain tenure.

Laurentian University has a beautiful campus bordered by two large lakes, a golf course, and a recreation area. Over 5000 full-time and 3000 part-time students study here. The bilingual School of Commerce has 28 faculty members and 550 students. Information can be found at: www.laurentian.ca/commerce.

Sudbury is an attractive modern city offering unique cultural, recreational, and educational opportunities for faculty and students. For further info see <http://www.sudburytourism.ca>.

Laurentian is committed to equity in employment and encourages applications from all qualified applicants, including women, aboriginal peoples, members of visible minorities and persons with disabilities. In accordance with Canadian Immigration requirements, all qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The position is subject to budget approval.

Please send a letter of application discussing your suitability, three references and contact information, a sample of work and a CV to:

Dr. Ron Mühlholland, Director
School of Commerce and Administration
Laurentian University Sudbury, ON P3E 2C6
muhlolland@nickel.laurentian.ca

UNIVERSITÉ DE MONCTON Campus de Moncton

L'UNIVERSITÉ DE MONCTON, FONDÉE EN 1963, EST UN ÉTABLISSEMENT D'ENSEIGNEMENT SUPÉRIEUR DE LANGUE FRANÇAISE EN MILIEU ANGLAIS, REGROUPEANT TROIS CONSTITUANTES SITUÉES DANS LES RÉGIONS LES PLUS FRANCOPHONES DU NOUVEAU-BRUNSWICK, SOIT À EDMUNDSTON, À MONCTON ET À SHIPPAGAN.

LE CAMPUS DE MONCTON SOLICITE DES CANDIDATURES AU POSTE SUIVANT :

PROFESSEURE OU PROFESSEUR

• UN POSTE EN MANAGEMENT (POSTE RÉGULIER MENANT À LA PERMANENCE)

Pour une description détaillée de ce poste, y compris les fonctions, la formation et les délais pour postuler, veuillez consulter le site Internet de l'Université de Moncton (www.umoncton.ca), sous la rubrique L'UdeM en bref - Postes à combler - Campus de Moncton.

Entrée en fonction : Le 1^{er} juillet 2005

Fermeture du concours : Le 22 avril 2005

L'Université de Moncton s'inscrit à l'équité en matière d'emploi et encourage les candidatures de toute personne qualifiée, femme ou homme, y compris les autochtones, les personnes handicapées et les membres des minorités visibles. Conformément aux exigences relatives à l'immigration, ce concours s'adresse en priorité aux citoyens et citoyens canadiens ainsi qu'aux personnes ayant obtenu le droit d'établissement au Canada.

www.umoncton.ca/resshum



www.ucalgary.ca

À DÉCOUPER ET CONSERVER.

CONFERENCE

Academic Freedom Post-9/11

Governments have responded aggressively to security concerns in the aftermath of September 11. Sweeping anti-terrorism laws have been introduced; executive powers of governments have been strengthened; and long-standing civil liberties called into question.

The Harry Crowe Foundation is hosting a conference to consider the post 9/11 impact on universities and colleges. Bringing together leading experts from

across North America, the conference will look at lessons from past times when security fears threatened academic freedom and will examine the current situation in Canada, the United States and internationally.

The conference is open to representatives from faculty associations, student organizations, NGOs, governments, trade unions and members of the public.

28-30 October 2005

**MARRIOTT TORONTO BLOOR
YORKVILLE HOTEL**

FRIDAY

- Noon REGISTRATION
- 1.45 OPENING SESSION
Welcome
Howard Pawley (President, Harry Crowe Foundation)
- 2.00 PLENARY
The Sacking of Bertrand Russell at Cambridge in 1916: Implications for Today
Andrew Bone (Senior Research Associate, Bertrand Russell Research Centre, McMaster University)
- 3.00 REFRESHMENT BREAK
- 3.15 PLENARY PANEL
Lessons from the Cold War Era
Chandler Davis (Professor Emeritus of Mathematics, University of Toronto; Distinguished Editor, *Linear Algebra and its Applications*; Editor-in-Chief, *The Mathematical Intelligencer*. After refusing to testify before the House UnAmerican Activities Committee without involving the 5th Amendment, Davis was dismissed from the University of Michigan, convicted for contempt of Congress and jailed. He came to the University of Toronto in 1962.)
Lee Lorch (Professor Emeritus of Mathematics, York University; Fellow, Royal Society of Canada; Honorary Life Member, International Society for Analysis, its Applications and Computation. Lorch moved to Canada (University of Alberta) in 1959 as a result of political persecution during the Cold War.)
- 4.30 DISCUSSION GROUPS
Today and Yesteryear: Similarities and Differences
- 6.00 RECESS

SATURDAY

- 9.00 PLENARY
Anti-Terrorism Laws and Academic Freedom: Canadian Perspectives
Allan Manson (Professor and Chair of Graduate Studies, Faculty of Law, Queen's University; former Deputy Judge, Yukon Territorial Court; Author of *Law of Sentencing and co-author of Sentencing and Penal Policy in Canada*)
Kent Roach (Professor of Law, University of Toronto; Member, Advisory Panel for Policy Review for the Arar Inquiry; Author of *September 11: Consequences for Canada*, and co-editor of *The Security of Freedom: Essays on Canada's Anti-terrorism Bill*; Fellow, Royal Society of Canada; Managing Editor, *The Criminal Law Quarterly*)
- 10.30 REFRESHMENT BREAK
- 10.45 DISCUSSION GROUPS
Reflections on the Canadian Experience
- Noon LUNCH (Not Provided)
- 1.30 PLENARY
Anti-Terrorism Laws and Academic Freedom: American Perspectives
Jonathan R. Cole (John Mitchell Mason Professor of the University, Columbia University; Provost and Dean of Faculties, Emeritus, Columbia University; Fellow, American Academy of Arts and Sciences; National Associate, U.S. National Academies of Sciences; Author of *Academic Freedom Under Fire*, Daedalus, Spring 2005.)
Robert O'Neil (Director, Thomas Jefferson Center for the Protection of Free Expression; University Professor, Faculty of Law, University of Virginia; Former President, University of Virginia; Former President, University of Wisconsin; Chair, American Association of University Professors Special Committee on Academic Freedom and National Security in a Time of Crisis.)
- 3.00 REFRESHMENT BREAK
- 3.15 PLENARY
Anti-Terrorism Laws and Academic Freedom: International Perspectives
Peter Leuprecht (Directeur, Institut d'études internationales de Montréal, Université du Québec à Montréal; UN Representative of the Secretary General for Human Rights in Cambodia; Former Dean of Law, McGill University; Former Deputy Secretary-General, Council of Europe; Recipient, Prix du citoyen européen; Member, committee of four Sages asked to prepare a human rights agenda for the European Union for the year 2000.)
Maureen Webb (Legal Officer, Canadian Association of University Teachers; Author of *Global Surveillance*, a report of the International Civil Liberties Monitoring Group.)
- 5.00 RECESS

SUNDAY

- 9.00 PLENARY
Secrecy in Research
Joel R. Lexchin (Emergency Physician, University Health Network; Associate Professor, School of Health Policy and Management, York University; Associate Professor, Department of Family and Community Medicine, University of Toronto; Author of "Transparency in Drug Regulation: Mirage or Oasis?")
Nancy Olivieri (Professor of Medicine and Paediatrics, University of Toronto; Senior Scientist, Toronto General Research Institute, University Health Network.)
Ursula Franklin (University Professor Emerita, University of Toronto; Senior Fellow, Massey College; Companion, Order of Canada; Fellow, Royal Society of Canada; Author of *The Real World of Technology*, Recipient, Pearson Peace Medal.)
- 10.30 REFRESHMENT BREAK
- 10.45 PLENARY
Looking Back/Looking Ahead
Jon Thompson (Professor and Chair of Mathematics and Statistics, University of New Brunswick; Member, Arthurs Commission into Academic and Scientific Integrity; Chair, Olivieri Committee of Inquiry; Recipient, Milner Memorial Award.)
Roland Penner (Professor and former Dean of Law, University of Manitoba; former Attorney General, Province of Manitoba; Member, Order of Canada.)
- Noon CLOSING SESSION
Wrap-Up
Howard Pawley (President, Harry Crowe Foundation)
Brenda Gallie (Vice-President, Harry Crowe Foundation)
- 12.30 ADJOURNMENT

Conference registration and hotel information available at www.crowefoundation.ca

Harry Crowe Foundation

2675 Queensview Drive, Ottawa, Ontario K2B 8K2 | Tel: 613-820-2270 | Email: hcf@crowefoundation.ca

www.crowefoundation.ca